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DTR-190

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UNITED STATES GOVERNMENT

Memorandum

TO : Director of Training

DATE: 9 April 1962

FROM : Chief, JOTP

SUBJECT: Memorandum for the Director of Personnel; Subject: A Review
of the JOTP (Internal), dated 30 March 1962 - signed by
[REDACTED]

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1. This rather exhaustive and rather complicated study seems to me not to prove anything that we don't already know. I have the following comments to make:

a. Like all studies of data covering a number of years during which significant changes have taken place, averages are not significant.

b. Since internal JOT's usually come into the Program for "re-tooling," particularly for the DDP, it is inevitable that they will eventually assume the grade of their classmates of comparable ability in the new field irrespective of their entrance grade.

c. It is not "the policy of the JOTP. . . to have Internal Trainees graduate from the Program as close as possible to the grade of the overall class" (see F - bottom of page two). It happens, however, that in the last year or so, most of our candidates have come from RI and similar types of work shortly after EOD.

d. As usual the substantive divisions are loathe to nominate promising employees because they wish to retain their services. Neither the Director of Personnel nor the Deputy Directors have taken seriously the responsibilities noted in HR [REDACTED] to identify promising personnel for the Program. We on the other hand have consciously sought not to antagonize the divisions by proselyting among and thus being accused of "stealing" their good people.

e. I do not know what is meant by the statement of 10 F.

f. I do hope that recommendation 11 (3) would be ignored. I see no reason why we should be restricted by entrance grade provided the employee understands that in changing the direction of his career he must

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attain proficiency in his new field equivalent to that of his new peers before being promoted.

g. I find difficulty in interpreting recommendation (4).

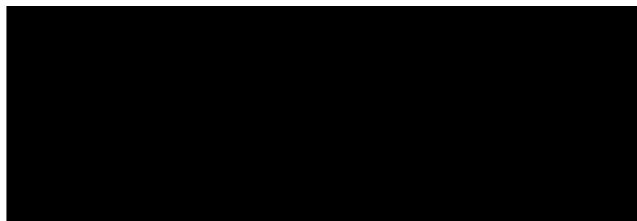
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2. [REDACTED] continues to see about nine or ten candidates a month. Nearly all of them are people in the very low brackets of intellectual ability who have been poorly educated and who would have great difficulty in competing with JOT's. Thus far the candidates for the July class have been disappointingly weak.

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